

LESSON PLAN

Unit 7. PREVENTION OF SEXUAL HARASSMENT/ FRATERNIZATION/ DISCRIMINATION/ HAZING

X-XXX-XXX1 Rev B

Topic 7.1 Prevention of Sexual Harassment/ Fraternization/ Discrimination/ Hazing

CLASS PERIODS: 2

LAB PERIODS: 0

Enabling Objectives:

- 8.1 **IDENTIFY** the different types of Sexual Harassment/ Fraternization/ Discrimination/ Hazing in accordance with Navy Equal Opportunity Manual, OPNAVINST 5354.1D; Navy Fraternization Policy, OPNAVINST 5370.2B; and Department of the Navy Policy on Hazing, SECNAVINST 1610.
- 8.2 **IDENTIFY** the consequences of Sexual Harassment/ Fraternization/ Discrimination/ Hazing in accordance with Navy Equal Opportunity Manual, OPNAVINST 5354.1D; Navy Fraternization Policy, OPNAVINST 5370.2B; and Department of the Navy Policy on Hazing, SECNAVINST 1610.
- 8.3 **IDENTIFY** the impact of Sexual Harassment/ Fraternization/ Discrimination/ Hazing in the workplace in accordance with Navy Equal Opportunity Manual, OPNAVINST 5354.1D; Navy Fraternization Policy, OPNAVINST 5370.2B; and Department of the Navy Policy on Hazing, SECNAVINST 1610.

Trainee Preparation Materials:

- A. Trainee Support Materials:
 - 1. None
- B. Reference Publications:
 - 1. None

Instructor Preparation:

- A. Review Assigned Trainee Material
- B. Reference Publications:
 - 1. Department of the Navy Policy on Hazing, SECNAVINST 1610
 - 2. Navy Equal Opportunity Manual, OPNAVINST 5354.1D
 - 3. Navy Equal Opportunity Manual, OPNAVINST 5354.1D; Navy Fraternization Policy, OPNAVINST 5370.2B; and Department of the Navy Policy on Hazing, SECNAVINST 1610
 - 4. Navy Fraternization Policy, OPNAVINST 5370.2B

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C. Training Materials Required:

1. Transparencies
 - a. Behavior, 7-1-3
 - b. Chain of Command, 7-1-12
 - c. Definition of Sexual Harassment, 7-1-2
 - d. Discrimination Affects, 7-1-15
 - e. Discrimination is.., 7-1-14
 - f. Fraternization can.., 7-1-9
 - g. Fraternization is.., 7-1-8
 - h. Fraternization is.., 7-1-10
 - i. Green Zone Behavior, 7-1-4
 - j. Hazing, 7-1-17
 - k. Hazing is.., 7-1-16
 - l. Not Hazing, 7-1-18
 - m. Red Zone Behavior, 7-1-6
 - n. Sexual Harassment, etc, 7-1-1
 - o. Ship, 7-1-19
 - p. Socializing, 7-1-13
 - q. Staff/Instructor--Student Behavior, 7-1-11
 - r. Summary, 7-1-20
 - s. UCMJ, 7-1-7
 - t. Yellow Zone Behavior, 7-1-5

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DISCUSSION POINT

1. Introduction

RELATED INSTRUCTOR ACTIVITY

1. Establish Contact.

Write name on VAP board.

Introduce Yourself.

A supervisor entices a subordinate to engage in unwilling sexual behavior in order for the subordinate to receive an outstanding evaluation. An instructor is dating a student in his Navy training command. A Senior Chief makes degrading remarks about a Yeoman's religious beliefs. A Sailor has just been promoted to Petty Officer and has had his "Crow" "tacked on" by so many senior Petty Officers that a blood vessel ruptures in his arm. These are examples of sexual harassment, fraternization, discrimination, and hazing behaviors which the Navy will not tolerate and are punishable under the Uniform Code of Military Justice (UCMJ).

State Lesson Objectives.

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

Reference Navy Equal Opportunity Manual, OPNAVINST 5354.1D; Navy Fraternization Policy, OPNAVINST 5370.2B; and Department of the Navy Policy on Hazing, SECNAVINST 1610.

2. Sexual Harassment

2. Show Transparency 7-1-1, Sexual Harassment, etc.

- a. Sexual harassment is a leadership/management issue. The Navy's longstanding tradition of military professionalism is a result of positive, aggressive leadership and a history of taking care of all Navy members. Any person in a supervisory or command position who uses or condones sexual behavior to control, influence, or affect the career, pay, or job of a military member is engaging in sexual harassment.

- a. Show Transparency 7-1-2, Definition of Sexual Harassment.

- (1) DON defines sexual harassment as a form of sexual discrimination that involves sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

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DISCUSSION POINT

- (2) The three criteria which must exist for an incident to be considered sexual harassment:
 - (a) It must be unwelcome
 - (b) It must be sexual in nature
 - (c) It must occur in or impact the work environment
- (3) When the unwelcome sexual behavior of one or more persons in a work place interferes with another person's work performance, sexual harassment has occurred. If the behavior produces a work atmosphere which is offensive, intimidating, or abusive to another person; whether or not work performance is affected; a type of sexual harassment has occurred called "hostile environment."

RELATED INSTRUCTOR ACTIVITY

- (2) Show Transparency 7-1-3, Behavior.

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (4) Sexual harassment can occur to a person on or off duty 24 hours a day. The offensive behavior does not just occur at 0930 on a Tuesday. It can and does occur anytime.

- (5) Ranges of behavior: think of the range of possible behaviors in terms of the three colors of a traffic light - green, yellow, and red. These three colors relate to three zones of behavior.

- (a) Green Zone: behavior NOT sexual in nature:

- 1) Performance counseling

- 2) Touch not perceived in a sexual way such as shaking hands and touching on the shoulder or elbow

- (a) Show Transparency 7-1-4, Green Zone Behavior.

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

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| 3) Counseling on military performance | |
| 4) Social interaction (command sponsored or sanctioned events - e.g., cookouts, sports) | |
| 5) Showing concern or giving encouragement | |
| (b) Yellow Zone: behavior many would find unacceptable and could be sexual harassment: | (b) Show Transparency 7-1-5, Yellow Zone Behavior. |
| 1) Suggestive touching | |
| 2) Whistling | |
| 3) Questions about personal life | |

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

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| 4) Lewd or sexually suggestive comments, sexually suggestive posters/calendars, jokes, foul language, leering/staring | |
| 5) Repeated requests for dates, unwanted letters, or poems | |
| 6) Acting or gesturing sexually | |
| (c) Red Zone: behavior ALWAYS considered sexual harassment: | (c) Show Transparency 7-1-6, Red Zone Behavior. |
| 1) Employment rewards in return for sex | |
| 2) Threats if sex not provided or using senior pay grade/position to get a date | |

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- 3) Sexually explicit pictures or remarks and obscene letter or comments
- 4) Criminal conduct - sexual assault ranging from forcefully grabbing to fondling, forced kissing to rape
- (6) Service members' rights and responsibilities:
 - (a) Individuals who perceive that they have been sexually harassed shall attempt to resolve the complaint at the lowest level possible and fully use the Chain of Command.
 - (b) Step 1 in resolving a complaint is the Informal Resolution System:
 - 1) Individual should first attempt to resolve complaint(s) with the person(s) involved

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- 2) A third person may be called in to assist in the resolution
- 3) Assistance of the immediate supervisor may be requested. If the complaint is against one's supervisor, present the complaint to the next senior in the chain of command
- 4) A request either in writing or orally for a Commander's Request Mast may be submitted if the complaint cannot be resolved between the persons involved or with the help of the immediate supervisor
- (c) Step 2 in resolving a complaint is the Formal Complaint Procedure if the Informal Resolution System is considered unsatisfactory.

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

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| <p>1) NAVPERS 5354/2, EO/SH Formal Complaint Form is the primary means of addressing a formal complaint. This form simplifies the process of filing complaints and describes the complaint process from beginning to end OR</p> <p>2) NAVREGS, Article 1150 can be submitted if the complaint is against a superior (other than the commanding officer) and article 1150 can be submitted against a superior at another command OR</p> <p>3) If the complaint is against the commanding officer, submit a UCMJ, Article 138 via the chain of command to the person exercising General Court Martial Authority over the commanding officer.</p> | <p>3) Show Transparency 7-1-7, UCMJ.</p> |
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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

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| <ul style="list-style-type: none">4) Alternatives for lodging complaints are to communicate with the Navy Inspector General OR write a letter to a member of Congress OR prefer charges within the military justice system

(7) Sexual harassment has a direct effect on combat readiness. It has a negative effect on productivity and readiness causing increased absenteeism, greater personnel turnover, lower morale, and lack of trust.

b. Fraternization | <ul style="list-style-type: none">b. Reference Navy Fraternization Policy, OPNAVINST 5370.2B. |
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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

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| <p>(1) The Navy has historically relied upon custom and tradition to define the bounds of acceptable personal relationships among its members. Proper social interaction has always been encouraged as it enhances unit morale. At the same time, unduly familiar personal relationships have traditionally been contrary to Naval custom because they undermine the respect for authority which is essential to the Navy's ability to accomplish its military mission.</p> | |
| <p>(2) Fraternization is a term traditionally used to identify unacceptable personal relationships between senior and subordinates.</p> | <p>(2) Show Transparency 7-1-8, Fraternization is...</p> |
| <p>(3) Personal relationships between officer and enlisted members that are unduly familiar and that do not respect differences in grade or rank are prohibited. Such relationships are prejudicial to good order and discipline, and violate longstanding tradition of the Naval service.</p> | <p>(3) Show Transparency 7-1-9, Fraternization can...</p> |

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (4) Dating, cohabitation, and intimate relations between officers and enlisted members are prohibited, as would a private business partnership, gambling, borrowing money, and commercial solicitations between officer and enlisted.
- (5) Unduly familiar personal relationships between staff/instructor and student personnel within the Navy training commands will be viewed in the same manner as officer-enlisted relationships.
- (6) Conduct which constitutes the above listings of fraternization is NOT excused by a subsequent marriage between the offending parties.
- (7) Personal relations between enlisted members which do not respect the differences in grade or rank within the same Chain of Command may result in discredit to the Naval service.

- (5) Show Transparency 7-1-10, Fraternization is...

Show Transparency 7-1-11,
Staff/Instructor--Student Behavior.

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

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| (8) The impact of fraternization on a unit and the members of a unit is numerous in scope. | |
| (a) Erosion of respect for authority | |
| (b) Preferential treatment may lead to lack of trust | |
| (c) A senior's objectivity may be called into question | |
| (d) Unit cohesion and morale will become fragmented throughout the Chain of Command | (d) Show Transparency 7-1-12, Chain of Command. |
| (9) Proper social interaction and appropriate personal relationships are an important part of unit morale. | (9) Show Transparency 7-1-13, Socializing. |

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (a) Officer and enlisted participation on command sports teams and other command sponsored events (e.g., fishing trips, cookouts) intended to build unit morale and camaraderie are healthy and clearly appropriate.
- (b) Commands also have many sanctioned events Sailors can participate in such as: mentoring programs, Adopt-A-School Program, and disaster assistance.
- c. Discrimination
 - (1) The Navy is composed of Sailors from all religions, ethnic groups, and men and women. The Navy could not function without all of these Sailors. The Navy prohibits discrimination against anyone based on gender, race, or religious preference.
- c. Reference Navy Equal Opportunity Manual, OPNAVINST 5354.1D.

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DISCUSSION POINT

- (2) DON definition of discrimination is an act, policy, or procedure that arbitrarily denies equal treatment to an individual or a group of individuals because of race, color, religion, gender, age, national origin, or ethnicity.
- (3) Job assignments and treatment of individuals will be based on job performance and ability.
- (4) Racist, sexist, religious, and ethnic slurs, epithets, and jokes are prohibited in the Navy work place.
 - (a) A slur is an insulting remark or innuendo with shaming or degrading effect (e.g., She only made Chief because she's a woman.)
 - (b) An epithet is a characterizing, disparaging, or abusive word or phrase accompanying or occurring in place of a person or thing (e.g., His wife is a real bitch.)

RELATED INSTRUCTOR ACTIVITY

- (2) Show Transparency 7-1-14, Discrimination is...
- (3) Show Transparency 7-1-15, Discrimination Affects.

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DISCUSSION POINT

- (5) When discrimination occurs in the workplace by superiors or subordinates, it creates mistrust, and lowers morale. This in turn affects unit cohesion, communication, and mission accomplishment.
- (6) Discrimination of any type will not be tolerated in the Navy.
- d. Hazing is contrary to the Navy's Core Values of Honor, Courage, and Commitment. Adherence to Core Values by Sailors is central to the DON's ability to meet its mission worldwide. Hazing is not part of the Navy's "time honored traditions" and it has no place in the modern Naval service.
- (1) Hazing is defined as any conduct whereby a military member or members, regardless of service or rank, without proper authority causes another member or members, regardless of service or rank, to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful.

RELATED INSTRUCTOR ACTIVITY

- d. Reference Department of the Navy Policy on Hazing, SECNAVINST 1610.
- (1) Show Transparency 7-1-16, Hazing is...

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (a) Hazing need not involve physical contact among or between service members; it can be verbal or psychological in nature
- (b) Includes solicitation or coercion of another to perform such conduct
- (c) Examples include but are not limited to:
 - 1) Playing abusive or ridiculous tricks
 - 2) Threatening or offering violence or bodily harm
 - 3) Striking
 - 4) Branding

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

5) Raping

6) Tattooing

7) Shaving

8) Greasing

9) Painting

10) Requiring excessive physical exercise
beyond what is required to meet
standards

11) Pinning, tacking on, or blood wings

11) Show Transparency 7-1-17, Hazing.

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- 12) Forcing or requiring the consumption of food, alcohol, drugs, or any other substance(s)

- (2) Although many "time-honored traditions" in the past included both physical, verbal, and psychological, cruel, humiliating, unsafe or meaningless activities, there is no place in the modern Naval Service for such behavior. Many time-honored Naval customs, ceremonies, and traditional events celebrate unique mission accomplishments, area of operations, special qualifications, personal and command milestones, and professional achievements and DO NOT constitute hazing. These activities promote trust, respect, as well as unit cohesion.
 - (a) Initiations

 - (b) Hail and Farewells

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

(c) Dining in/out parties

- (3) Hazing does not include command authorized or operational activities, the necessary training to prepare for such missions or operations, administrative measures, extra military instruction, athletic events, command authorized physical training, and contests or competitions.

(a) PRT

(b) Standing at attention while being verbally disciplined

(b) Show Transparency 7-1-18, Not Hazing.

(c) Football game

(d) Assigned to collect for annual CFC

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (4) Hazing is just not done to shipmates. It can and does lead to injury, ridicule, or degradation. Hazing degrades and diminishes the ability of victims to function within their unit. It destroys confidence and trust in shipmates and is destructive to a unit's cohesion and combat readiness.
- 3. Our Navy's combat readiness depends on Sailors ready to perform at the highest standards. Sexual harassment, fraternization, discrimination, and hazing cause a breakdown in unit cohesion and morale which impedes our readiness. Report all incidents to your Chain of Command.
- 3. Show Transparency 7-1-19, Ship.
- 4. Impact
 - a. Each of these subjects - sexual harassment, fraternization, discrimination, and hazing are punishable under the Uniform Code of Military Justice (UCMJ):
 - (1) Sexual harassment; Articles 92, 93, 117, 120, 125, 127, 128, and 134

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DISCUSSION POINT

RELATED INSTRUCTOR ACTIVITY

- (2) Fraternization; Articles 92 and 134

- (3) Discrimination; Articles 117 and 134

- (4) Hazing; Articles 92, 93, 128, and 134

5. Summary

5. Show Transparency 7-1-20, Summary.

- a. Sexual harassment

- b. Fraternization

- c. Discrimination

- d. Hazing

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RELATED INSTRUCTOR ACTIVITY

e. Impact

6. Assignment

a. None

7. Evaluation

a. None